

Message Text

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EO 11652N/A
TAGS: AFSP, AMGT, PFOR, PL
SUBJ: MANAGEMENT IMPLICATIONS OF US GOALS AND OBJECTIVES IN POLAND

REF: A. WARSAW 1420, B. 77 STATE 291227, C. 77 WARSAW 2292

1. PENDING RECEIPT OF GUIDANCE ON RESOURCE MANAGEMENT ISSUES, WE
SUBMIT THE FOLLOWING PRELIMINARY SUMMARY OF THE RESOURCE
IMPLICATIONS OF OUR ASSESSMENT OF US GOALS AND OBJECTIVES IN POLAND
(REF A).

2. IN GENERAL, POSTS IN POLAND ARE WELL STAFFED FOR THE AMBITIOUS
POLITICAL, ECONOMIC, COMMERCIAL, SCIENTIFIC, CULTURAL,
AND CONSULAR PROGRAMS PROPOSED IN REF A. BUT SIGNIFICANT GAPS
REMAIN IN THE AREAS OF SECRETARIAL, CLERICAL, AND ADMINISTRATIVE
SUPPORT STAFFING. THE DISCUSSION OF STAFFING IMBALANCE IN REF
C REMAINS VALID AND NEED NOT BE REPEATED HERE. THE NEED FOR
ADDITIONAL SUPPORT STAFFING WAS CONFIRMED IN THE APRIL,
1977, INSPECTION REPORT. IN THE INTERIM, ONE ADDITIONAL FSLE
CONSULAR CLERK POSITION WAS ESTABLISHED AT POZNAN, AS REQUESTED
IN REF C, BUT TWO FSLE SUPPORT POSITIONS WERE ABOLISHED AT THE
EMBASSY, A NET LOSS OF ONE FSLE POSITION.

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3. OUR NEED FOR ADDITIONAL POSITIONS TO ACCOMPLISH OUR GOALS AND
OBJECTIVES IS AS FOLLOWS:

A. AMERICAN ADMIN/RSO SECRETARY: THE BUREAU HAS RECOGNIZED
THE NEED FOR THIS POSITION, WHICH IT HOPES TO ESTABLISH BY 4/1/78.
MEANWHILE, A PIT POSITION HAS BEEN AUTHORIZED UNTIL 3/31/78

(77 STATE 235561).

B. AMERICAN CONSULAR SECRETARY: POSITION 30-057 WAS ABOLISHED EARLY IN 1977. RESTORATION OF THIS SECRETARY IS NEEDED IN SUPPORT OF OUR EFFORTS TO KEEP UP PRESSURE ON THE DIVIDED-FAMILIES ISSUE. THIS INVOLVES FREQUENT REPRESENTATIONS TO THE GOP REQUIRING UP-TO-DATE LISTS SHOWING THE LATEST STATUS OF HUNDREDS OF CASES. THE BUREAU'S COOPERATION IN AUTHORIZING A SUMMER CONSULAR PIT POSITION THIS YEAR (STATE 44614) WILL TEMPORARILY MEET OUR NEEDS IN THIS AREA.

C. FSLE GSO/CHAUFFEUR AT KRAKOW: THIS POSITION WAS RECOGNIZED BY THE INSPECTORS AS ESSENTIAL IN SUPPORT OF THE ADDITIONAL STATE PRINCIPAL OFFICER POSITION ESTABLISHED AT CONSULAT KRAKOW IN 1977. THE POSITION WILL BE PARTICULARLY USEFUL DURING THE RENOVATION OF TWO NEW RESIDENTIAL PROPERTIES IN KRAKOW TO HOUSE OFFICERS WHO WILL BE ARRIVING THIS YEAR. THE PIT POSITION AUTHORIZED IN 77 STATE 266264 IS GREATLY APPRECIATED, BUT A REGULAR COMPLEMENT POSITION SHOULD BE ESTABLISHED AT AN EARLY DATE TO REGULARIZE THE SITUATION.

D. FSLE CONSULAR CLERK AT KRAKOW: THE 1977 INSPECTION MEMORANDUM POINTS TO THE NEED FOR AN ADDITIONAL CONSULAR CLERK AT THE KRAKOW CONSULATE. IN 77 WARSAW 6178 WE SAID THAT ESTABLISHMENT OF SUCH A POSITION COULD BE DEFERRED UNTIL APRIL, 1978. THIS STILL LIMITED OFFICIAL USE

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SEEMS TO BE A REASONABLE DATE TO ESTABLISH THE POSITION, THE NEED FOR WHICH IS RECONFIRMED IN KRAKOW'S FY 1980 CONSULAR PACKAGE, KRAKOW 0096.

E. RESTORATION OF TWO FSLE POSITIONS AT THE EMBASSY ABOLISHED BY 77 STATE 225250: THESE SLOTS WERE IN THE GSO MAINTENANCE AND REPAIR UNIT. IN A COUNTRY WHERE MAINTENANCE AND REPAIR SERVICES ARE FREQUENTLY UNAVAILABLE ON THE LOCAL ECONOMY, AND WHERE SUCH SERVICES ARE EXPENSIVE AND OF POOR QUALITY WHEN THEY ARE AVAILABLE, THE M&R UNIT PERFORMS AN ESSENTIAL SERVICE IN SUPPORT OF PROGRAM ACTIVITIES AND PERSONNEL AT THE EMBASSY AND THE CONSULATES. ABOLISHING SUCH POSITIONS DOES NOT IMMEDIATELY DISRUPT PROGRAM ACTIVITIES. BY PREVENTING AND DELAYING ROUTINE MAINTENANCE AND REPAIR AND SPECIAL PROJECTS, HOWEVER, IT DOES GRADUALLY REDUCE THE QUALITY OF OPERATIONS AND THE MORALE OF USG PERSONNEL. CUTS IN THESE POSITIONS DO NOT SAVE MONEY: THE WORK MUST BE DONE, EITHER ON OVERTIME OR ON THE LOCAL ECONOMY, USUALLY, AT A GREATER COST TO THE USG. STATE 024846 AND 77 STATE 310451 ASK THE EMBASSY TO DESIGNATE YET ANOTHER FSLE POSITION WHICH COULD BE ABOLISHED IF NECESSARY TO MEET FY 78 POSITION CEILINGS. IF WE MUST GIVE UP ANOTHER POSITION, IT WOULD AGAIN HAVE TO BE FROM THE M&R UNIT. WE

STRONGLY RECOMMEND AGAINST AN ADDITIONAL CUT ON GROUNDS OF EFFICIENCY, ECONOMY, AND MORALE, AND ASK, RATHER, THAT THE TWO FSLE POSITIONS ABOLISHED LAST YEAR BE RESTORED AS SOON AS POSSIBLE.

4. FINANCIAL RESOURCES: FUNDING OF THE EMBASSY'S BUDGET REQUESTS HAS BEEN GENERALLY ADEQUATE. DEVALUATION OF THE ZLOTY FROM 19.92 TO 33.2 FOR ONE US DOLLAR EFFECTIVE 2/1/78 HAS CUT OUR S&E BUDGET REQUIREMENTS FOR FY 1978 BY ABOUT \$170,000, AS REPORTED IN WARSAW A-015, 2/17/78. BUT ADDITIONAL FINANCIAL RESOURCE REQUIREMENTS REMAIN IN SPECIFIC AREAS, AS FOLLOWS:

A. FUNDING FOR JOINT SCIENCE PROGRAM BEYOND 1981
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(REF A, PARA 5.IV.): DEVALUATION OF THE ZLOTY ON 2/1/78 RESULTED IN AN INCREASE IN THE ZLOTY BALANCE IN OUR PL 480 PROCEEDS-OF-AGRICULTURAL-SALES ACCOUNT FROM 4.175 BILLION TO 5.775 BILLION. WE RECOMMEND RECONSID-

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ERATION OF AN EXCESS DESIGNATION FOR THE ZLOTY, AND THE APPLICATION OF A PORTION OF THIS INCREASED ZLOTY BALANCE, AND OF ZLOTY BALANCES WHICH MAY ACCRUE IN

THE FUTURE AS A RESULT OF POSSIBLE ADDITIONAL AGRI-CULTURAL COMMODITY SALES, TO FUNDING OF THE JOINT SCIENCES PROGRAM BEYOND 1981.

B. PURCHASE OR CONSTRUCTION OF RESIDENTIAL HOUSING: THE POLISH GOVERNMENT RENTAL AGENCY "PUMA" HAS GIVEN NOTICE OF INCREASES OF BETWEEN 250 AND 400 PERCENT IN RENTS FOR RESIDENTIAL PROPERTIES BEGINNING 4/1/78. WE HAVE PROTESTED THESE PROPOSED INCREASES AS DISCRIMINATORY AND AS POSSIBLE VIOLATIONS OF THE VIENNA CONVENTION. BUT WE MUST ASSUME THAT WE WILL EVENTUALLY HAVE TO ACCEPT SIZEABLE INCREASES. THESE OFFICIAL INCREASES, TOGETHER WITH MASSIVE HIKES IN SUPPLEMENTAL "OWNERS' RENTS" DURING RECENT YEARS, POINT UP A NEED TO PURCHASE OR BUILD ADDITIONAL RESIDENTIAL PROPERTIES. DIFFICULTY IN OBTAINING POLISH GOVERNMENT APPROVAL TO BUY OR BUILD WILL BE A MAJOR HURDLE. MORE THAN TWO YEARS OF FRUSTRATING NEGOTIATIONS PRECEDED THE PURCHASE OF A SINGLE RESIDENCE IN KRAKOW LAST DECEMBER. WE ASK LIMITED OFFICIAL USE

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THAT FBO BE ALERT TO OUR NEED FOR ADDITIONAL GOVERNMENT-OWNED RESIDENCES AND THE SAVINGS THIS WILL PERMIT, AND BE PREPARED TO RESPOND PROMPTLY WITH AUTHORIZATION AND FUNDING WHEN AND IF WE GET POLISH PERMISSION FOR ADDITIONAL ACQUISITIONS.

C. RENOVATION OF NEW KRAKOW HOUSING: THE PURCHASE LAST DECEMBER OF A HOUSE (KROLOWEJ JADIWGI 298) AND THE IMMINENT LEASING OF A REPRESENTATIONAL APARTMENT (BASZTOWA 1) WILL FINALLY GIVE US ADEQUATE HOUSING FOR OUR FAMILIES IN KRAKOW. EXTENSIVE RENOVATIONS OF BOTH RESIDENCES MUST BE COMPLETED BEFORE THEY CAN BE OCCUPIED BY OFFICERS DUE IN KRAKOW THIS SPRING AND SUMMER. WE ASKED KRAKOW CITY AUTHORITIES TO EXPEDITE THE RENOVATION OF BASZTOWA (WARSAW 1212), BUT THEY WISH US TO SIGN A LEASE BEFORE THEY PROCEED WITH RENOVATIONS. SINCE THE ANNUAL RENT AT THE NEW EXCHANGE RATE IS NOW ONLY \$20,812.23, FBO APPROVAL OF THE LEASE DOES NOT APPEAR NECESSARY. WE ARE COMPLETING AND WILL SUBMIT TO FBO AND EUR/EX PLANS FOR INITIAL IMPROVEMENTS TO KROLOWEJ JADWIGI. IN THE INTEREST OF SPEED, QUALITY, AND ECONOMY, WE PLAN TO DO MUCH OF THE WORK USING OUR OWN GSO M&R UNIT (SEE PARA 3, E, ABOVE). WE REQUEST PROMPT POSITIVE CONSIDERATION OF THESE RENOVATION PLANS. A STATE/USIA LONG-TERM DECISION ON FUNDING OF KRAKOW RESIDENCES WILL ALSO BE NECESSARY (WARSAW 1270).

D. PURCHASE OF 10-TON REFRIGERATED TRUCK: EMBASSY SUPPLY ACTIVITIES HAVE BEEN HAMPERED BY A 50 PERCENT CUTBACK IN USAF SUPPORT FLIGHTS FROM FRANKFURT.

THESE FLIGHTS NOW COME ONLY ONCE EVERY TWO MONTHS. WE HAVE TRIED TO FILL THE GAP BY SENDING OUR 5-TON EMBASSY TRUCK TO WEST BERLIN. BUT THIS HAS INTERFERRED WITH OTHER EMBASSY ACTIVITIES WITHOUT FULLY MEETING OUR SUPPLY LIMITED OFFICIAL USE

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REQUIREMENTS. AN IDEAL SOLUTION WOULD BE PURCHASE OF A 10-TON REFRIGERATED TRUCK WHICH COULD ALSO BE USED FOR SUPPLY OF THE EMBASSY COMMISSARY. WE HAVE ASKED OPR/ST TO LOOK INTO THE AVAILABILITY AND PRICE OF SUCH A TRUCK. WE HOPE THAT PURCHASE FROM OFFICIAL FUNDS MAY BE POSSIBLE. IF NOT, WE WOULD PLAN TO SEEK A LOAN FROM THE CENTRAL COMMISSARY FUND. PLEASE ADVISE.

E. WORD PROCESSING UNIT FOR KRAKOW: THE KRAKOW CONSULATE INCLUDES A REQUEST FOR WORD-PROCESSING EQUIPMENT IN ITS FY 1980 CONSULAR PACKAGE, KRAKOW 0096. WE FULLY SUPPORT THIS REQUEST. KRAKOW IS A HIGH-FRAUD CONSULAR POST WITH A CORRESPONDINLY LARGE AMOUNT OF CONGRESSIONAL CORRESPONDENCE. THE WORD-PROCESSING EQUIPMENT IN USE AT THE EMBASSY HAS GREATLY IMPROVED OUR HANDLING OF SIMILAR CORRESPONDENCE. WE RECOMMEND THAT A SIMILAR CPT 4200 SYSTEM BE AUTHORIZED FOR THE CONSULATE IN KRAKOW. THIS WOULD PERMIT KRAKOW TO SHARE THE TAPE LIBRARIES AND OTHER SOFTWARE DEVELOPED AT THE EMBASSY. THE COSTFOR A COMPLETE UNIT WOULD BE \$8,000. WE REQUEST BUREAU APPROVAL OF THIS 3100 EXPENSE.

F. LOCAL WAGE SURVEY: POLISH EMPLOYEES OF THE EMBASSY ARE SUFFERING THE EFFECTS OF HIGHER PRICES AND OF TWO RECENT EXCHANGE-RATE DROPS: ZLOTY PROCEEDS OF DOLLAR-DENOMINATED CSC RETIREMENT CHECKS FELL BY 26 PERCENT EFFECTIVE 1/1/78 AND THE DOLLAR BASIS ON WHICH CSC RETIREMENT BENEFITS ARE CALCULATED FELL BY 40 PERCENT ON 2/1/78. THERE IS FEELING THAT INCREASES IN FSLE WAGES SINCE 1970 HAVE NOT KEPT PACE WITH WAGE INCREASES IN POLISH INSTITUTIONS. THE TIME IS RIPE FOR THE FULL-SCALE PROFESSIONAL WAGE SURVEY SCHEDULED FOR APRIL OR MAY. WE WOULD APPRECIATE CONFIRMATION OF THE EXACT TIMING OF THE WAGE-SURVEY TEAM VISIT (STATE 011494) AND HOPE THAT THE TEAM WILL BE ABLE TO GIVE FULL CONSIDERATION TO A NUMBER OF SUBTLE ASPECTS OF THE LOCAL WAGE PICTURE.

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